



# **DESTINATION 2010**

FY2004–FY2009 Strategic Plan for the Texas Workforce Development System

## **2006 Update (SAPs)**

## 2006 Update

### ***Destination 2010: FY2004–FY2009 Strategic Plan for the Texas Workforce Development System***

#### **Introduction**

In September 2003, the Texas Workforce Investment Council (Council) completed a two-year planning process, culminating with the development of the integrated strategic plan for the state's workforce system. Entitled *Destination 2010: FY2004-FY2009 Strategic Plan for the Texas Workforce Development System*, the strategic plan was approved by the Governor on October 15, 2003.

In accordance with Texas Government Code §2308.104(a)-(f), the plan establishes a framework for budgeting and operation of the Texas workforce system. The Texas Workforce Development System is comprised of the workforce programs, services and initiatives administered by eight state agencies, 28 local workforce development boards, independent school districts, community and technical colleges and local adult education providers.

The plan was devised on a six-year timeframe to align with the existing Texas Strategic Planning and Performance Budgeting System as well as reauthorization of federal workforce legislation. The dynamic nature of the planning process provides for annual evaluations of progress and recommendations for further action. *Destination 2010* is modified in the form of annual updates to indicate accomplishments and milestones achieved as well as other applicable changes to the Strategic Action Plans (SAPs).

This document represents the third annual update to the strategic plan. The SAPs are presented in their entirety with progress achieved indicated by a check mark (✓) in the left-hand column, and any major changes summarized in the Overview of Changes section.

#### **Background**

On December 1, 2003, the System Integration Technical Advisory Committee (SITAC) convened to begin implementation of the Strategic Action Plans that incorporate the 22 Long Term Objectives (LTOs) necessary for attainment of the vision for the Texas workforce system. As the Council committee charged with implementation of the system strategic plan, the SITAC is authorized to create and deploy cross-agency teams to attain integrated solutions to issues associated with implementation of LTOs.

The Council Chair appoints the SITAC members, who are executive-level officials of each of the partner agencies. Additionally, the SITAC has representation from the Texas Association of Workforce Boards and the Office of the Governor.

The following criteria are used to determine the need for an update to the strategic plan:

- ▶ Updates are made on an annual basis unless additional updates are required due to emergency or extenuating circumstances.
- ▶ For the 2006 Update, all LTOs were reviewed and updated, where applicable.

- ▶ System SAPs – referred to as Strategic Action Plans (SAPs) – represent the plan components that impact the system as a whole and that are under the purview of the SITAC. SAP updates are required if there are changes/modifications in one or more of the following areas:
  - Accomplishment of specified LTO
  - Accomplishment of Major Tasks/Milestones
  - Changes to Status
  - Changes to Timelines
  - Changes to Major Tasks/Milestones
  - Changes to Accountable Participants
  - Changes to Performance Targets
- ▶ Programmatic SAPs – referred to as Agency Action Plans (AAPs) – outline the steps that specified partner agencies will take to accomplish their programmatic objectives. AAPs are updated to reflect:
  - Accomplishment of specified LTO
  - Accomplishment of Major Tasks/Milestones
  - Changes to Status
  - Clarification and/or addition of Major Tasks/Milestones
- ▶ Necessary actions:
  - Proposed changes are brought before the SITAC for consideration or result from SITAC actions.
  - Annual updates are presented to the Council for action at the March meeting.
  - Upon receipt of Council approval, the update is forwarded to the Governor for approval.
  - Following approval by the Governor, the update is distributed to system partners and posted on the Council website.

## Overview of Changes

This third annual update includes changes to all 22 SAPs and AAPs. Given the relative newness of *Destination 2010*, AAPs were not updated in 2004. As part of the 2005 update process, only AAPs with one or more major tasks/milestones scheduled to be complete were reviewed and updated in consultation with the partner agency(ies) designated as the AAP owner(s).

For the 2006 Update, all AAPs were reviewed with the applicable partner(s), regardless of whether or not any Major Tasks were scheduled to be complete. In addition, applicable LTOs were reviewed with the owner(s) and updated to add or revise performance targets and/or dates.

### Strategic Action Plans and Agency Action Plans

The following is a summary of the changes made to the SAPs and AAPs, including changes recommended by the SITAC or responsible partner agency(ies). The majority of the changes reflect accomplishment of milestone activities in the action plans. The update also includes status changes, as well as additions or modifications to tasks/milestones and schedules to better reflect the anticipated actions and their durations.

#### SI1.0

- ▶ Indicated task achievement.
- ▶ Added tracking measure/output information.

#### SI2.0

- Revised LTO to update target date.
- Indicated task achievement.
- Revised task to clarify intent.
- Adjusted schedule information to reflect new project timelines.
- Added dependency information.
- Added tracking measure/output information.

#### CU1.0

- Indicated task achievement.
- Revised task to clarify intent.
- Adjusted schedule information to reflect new project timelines.
- Added dependency information.
- Added tracking measure/output information.

#### CU2.0

- Revised LTO to specify performance target.

#### CU3.0

- Changed status to 'Active'.
- Indicated task achievement.
- Adjusted schedule information to reflect new project timelines.
- Added dependency information.
- Added tracking measure/output information.

#### CU3.1

- Revised LTO to update performance target and date.
- Indicated task achievement.

#### CU3.2

- Changed status to 'Active'.
- Revised LTO to update performance target and date.
- Indicated task achievement.
- Added new tasks.
- Added dependency information.

#### CU3.3

- Revised LTO to update performance target and date.
- Indicated achievement of tasks.
- Added new tasks.

#### CU3.4

- Indicated task achievement.
- Added new task.
- Adjusted schedule information to reflect new project timelines.

#### CU3.5

- Indicated task achievement.

#### CU3.6

- Changed status to 'Active'.
- Revised LTO and intended outcomes to update performance target and date.

#### CU3.7

- Changed status to 'Active'.
- Revised LTO to update performance target and date.
- Added tracking measure/output information.

#### CU3.8

- Changed status to 'Active'.
- Revised LTO to update performance target.

#### CU3.9

- Changed status to 'Active'.
- Specified owners and accountable participants.
- Indicated task achievement.
- Revised tasks to clarify intent.
- Adjusted schedule information to reflect new project timelines.
- Added dependency information.
- Added tracking measure/output information.

#### CU4.0

- Revised LTO to clarify calculation method.
- Revised task to clarify intent.
- Added new task.
- Adjusted schedule information to reflect new project timelines.
- Added dependency information.
- Added tracking measure/output information.

#### CU5.0

- Revised LTO to specify performance target and calculation method.
- Indicated task achievement.
- Adjusted schedule information to reflect new project timelines.
- Added dependency information.
- Added tracking measure/output information.

#### SC1.0

- Indicated task achievement.
- Adjusted schedule information to reflect new project timelines.
- Added dependency information.
- Added tracking measure/output information.

#### SC2.0

- Specified additional accountable participants.
- Adjusted schedule information to reflect new project timelines.
- Added dependency information.
- Added tracking measure/output information.

#### SC3.0

- Indicated task achievement.
- Added new task.
- Added tracking measure/output information.

#### SC4.0

- Adjusted schedule information to reflect new project timelines.
- Added tracking measure/output information.

#### SC5.0

- Revised tasks to clarify intent.
- Adjusted schedule information to reflect new project timelines.
- Added tracking measure/output information.

#### SC6.0

- Indicated task achievement.
- Revised task to clarify intent.
- Adjusted schedule information to reflect new project timelines.
- Added dependency information.
- Added tracking measure/output information.

### **Future Considerations**

A veterans' employment services bill, House Bill 2604 (79<sup>th</sup> Legislature) provides for the transfer of veterans' employment services from the Texas Workforce Commission to the Texas Veterans Commission. Scheduled for April 2006, the transfer is significant in its potential impact on the workforce development system in that it introduces a new partner agency to the activities of the system and the Council.

Following the transition, the Texas Veterans Commission will become a system partner with membership on the SITAC and performance reporting responsibilities as required under Section 2304, Texas Government Code.

TWDS SAP ID#: SI1.0			SAP Owner: Council			TWDS Strategic Action Plan 2006 Update			Updated: 3/10/06		Rev: 3	
Action Plan Status: Active			Key Performance Measures (KPMs)								Related Agency Action Plan(s) IDs:	
Key Performance Area: System Processes, Integration and Infrastructure			Tier 1 KPM(s):		Tier 2 KPM(s):		Tier 3 KPM(s): SAP Specific					
Accountable Participants: Council												
Long Term Objective: The Council Chair creates, enables and implements Council Advisory Committee that deploys cross agency teams to ensure system collaboration and integration. Committee will be appointed by Q1/04 and will resolve a subset of at least 3 cross system issues by Q4/07.			Intended Outcomes: <i>Issues assigned by the Council and/or Chair to this committee will be high priority for resolution by the agencies. All agencies, to some degree, will be affected by this LTO. The committee will be the mechanism for implementation of coordinated agency actions to address those System LTOs that require multiple agencies to address issues and actions to achieve the LTO. The committee will monitor and evaluate progress towards successful resolution of issues. Successful resolution of the targeted issues will improve system effectiveness and efficiency, thereby resulting in the enhanced ability to serve system customers.</i>									
Major Tasks/Milestones						Schedule		Dependencies	Tracking Measures, Interim Outputs & Recommended Reporting Schedule			
						Start Date (mm/yy)	Duration (days or months)					
√		Develop scope, charge and structure of Council Advisory Committee.				09/03	3 months		Completed			
√		Develop and execute operating/reporting procedures and feedback mechanism to the full Council.				09/03	3 months		Completed			
√		Appoint members.				09/03	2 months		Completed			
√		Initiate meeting schedule for plan implementation and reporting to Council.				01/04	1 month		Completed			
√		Initial orientation meeting.				01/04	1 month		Completed			
√		Communication to Agencies authorizing role and responsibilities of the Advisory Committee.				10/03	1 month		Completed			
√		Implement process on issues identified as requiring multi-agency involvement for resolution.				06/04	Ongoing		In Progress SITAC meetings. (Ongoing)			
√		Evaluate process and review achieved outcomes; make process corrections as necessary.				06/05	6 months		Completed SITAC meetings and staff follow-up. (Ongoing)			
		Resolution of three priority issues accomplished.				06/07	42 months					

TWDS SAP ID#: SI2.0			SAP Owner: Advisory Committee			TWDS Strategic Action Plan 2006 Update			Updated: 3/10/06		Rev: 3	
Action Plan Status: Active			Key Performance Measures (KPMs)								Related Agency Action Plan(s) IDs:	
Key Performance Area: System Processes, Integration and Infrastructure			Tier 1 KPM(s):		Tier 2 KPM(s):		Tier 3 KPM(s): SAP Specific					
Accountable Participants: TWC, TEA, THECB, OEDT, HHSC, TYC, TDCJ, Local Workforce Boards												
Long Term Objective: All system partners and associated workforce service providers will participate in the scope and development of a system-wide universal information gateway designed to provide a consistent and universal framework for all system customers and provider information on system projects, services and solutions. System providers and customers will achieve uniform utilization by Q2/08.					Intended Outcomes: <i>The System will represent itself as a system. All partners will agree and utilize the universal information gateway.</i>							
Major Tasks/Milestones					Schedule		Dependencies		Tracking Measures, Interim Outputs & Recommended Reporting Schedule			
					Start Date (mm/yy)	Duration (days or months)						
√		Scope information gateway attributes.			09/03	2 months			Completed			
√		Explore TWC feasibility of system capacity.			01/04	6 months			Completed			
√		Identify linkages necessary across workforce system by customer type.			07/04	3 months			Completed			
√		Perform needs and capabilities assessment. Align partner web presence of each partner to workforce system branding requirements.			07/04	3 months			Completed			
√		Select existing system which meets needs or develop new system.			10/04	7 months			Completed			
√		Develop and launch information gateway and support system.			05/05	5 months			Completed			
√		Develop and execute outreach campaign to create the necessary customer awareness.			02/05	Ongoing	• Website enhancements • Technical support		In Progress • Outreach and Awareness Plan. • Focus Groups.			
√		Partner staff trained on information use and distribution.			09/05	Ongoing			In Progress • Outreach and Awareness Plan.			
		Information gateway system operational and primary resource of workforce system information.			12/06	Ongoing						
		Service providers utilize system as primary source of system information.			01/07	18 months						
		Evaluate usage at specified intervals and at system points determined relevant by the Advisory Committee.			01/07	Annually						



TWDS SAP ID#: CU1.0			SAP Owner: Advisory Committee			TWDS Strategic Action Plan 2006 Update				Updated: 3/10/06		Rev: 2	
Action Plan Status: Active			Key Performance Measures (KPMs)									Related Agency Action Plan(s) IDs:	
Key Performance Area: Customers			Tier 1 KPM(s): Formal <ul style="list-style-type: none"><li>Number of customers served</li></ul>			Tier 2 KPM(s):		Tier 3 KPM(s):					
Accountable Participants: TWC, TEA, THECB, HHSC, TYC, TDCJ, OEDT, Local Workforce Boards													
Long Term Objective: Increase system-wide, the number of employers using system products and services, by a percentage growth rate to be determined, by Q4/09.			Intended Outcomes: <i>To overcome lack of awareness, understanding or confidence of System capabilities among employers through communication, marketing, and adding to the employer base customer value, thereby generating system outcomes relevant to employers. Specific programs will be developed to simplify access, internal system processes, and use of the System by small employers. Adoption of a standard definition of “use” will impact the measure of performance.</i>										
Major Tasks/Milestones			Schedule		Dependencies	Tracking Measures, Interim Outputs & Recommended Reporting Schedule							
			Start Date (mm/yy)	Duration (days or months)									
√		Assess current system capacity to serve employer needs.	02/05	2 months		Completed Council data review and surveys (Boards and partner agencies).							
√		Disseminate information to Boards and partner agencies.	04/05	1 month		Completed Employer Services briefing paper.							
√		Develop strategies to recruit employer participation.	06/05	Ongoing	SC6.0	In Progress							
√		Implement strategies.	11/05	Ongoing		In Progress							
		Evaluate results.	01/06	6 months		State of the Workforce report. (June 2006)							
		Disseminate evaluation results.	09/06	1 month	SC6.0								
		Develop performance metrics and reporting process.	10/06	9 months	SC6.0								
		Develop iterative process of evaluation and capacity building to mirror changing employer needs.	04/07	Ongoing	SC6.0								

TWDS SAP ID#: CU2.0			SAP Owner: Advisory Committee			TWDS Strategic Action Plan 2006 Update			Updated: 3/10/06		Rev: 3
Action Plan Status: Active			Key Performance Measures (KPMs)							Related Agency Action Plan(s) IDs:	
Key Performance Area: Customers			Tier 1 KPM(s):		Tier 2 KPM(s):		Tier 3 KPM(s): SAP Specific				
Accountable Participants: TWC, TEA, THECB, HHSC, OEDT, TYC, TDCJ, Local Workforce Boards											
Long Term Objective: Employer Customer Satisfaction level will achieve a 0.1 increase biennially in the combined satisfactory and above satisfactory categories in the Council's System Employer Survey.					Intended Outcomes: <i>Overcome the lack of awareness of System capabilities among employers through communication, which will be measured by outcomes such as the number hired, the number of jobs created, the number of jobs listed, the number of jobs retained and the percentage of employers using the System.</i>						
Major Tasks/Milestones					Schedule		Dependencies	Tracking Measures, Interim Outputs & Recommended Reporting Schedule			
					Start Date (mm/yy)	Duration (days or months)					
√		Establish benchmark of employer satisfaction resultant of FY2004 System Employer Survey.	09/04	2 months		Completed Benchmark: 4.6 (6 point scale) overall satisfaction rate in 2004.					
√		Determine targeted percentage increase in biennial Employer Customer Satisfaction level.	11/04	1 month		Completed => 0.1 increase.					
√		Develop reporting and evaluation process for employer satisfaction measure.	10/04	6 months		Completed Biennial Employer Survey.					
		Increase employer satisfaction level by a percentage to be specified on a biennial basis.	04/05	41 months							

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Action Plan Status: Active		Key Performance Measures (KPMs)					Related Agency Action Plan(s) IDs:
Key Performance Area: Customers		Tier 1 KPM(s): Formal <ul style="list-style-type: none"><li>Educational achievement</li><li>Number of customers served</li></ul>	Tier 2 KPM(s):		Tier 3 KPM(s): SAP Specific		
Accountable Participants: TEA, THECB, TWC							
Long Term Objective: Increase the percentage of adult education students completing the level enrolled from 64% to 70% by Q4/07.		Intended Outcomes: <i>Partner agencies participate in collaborative state- and local-level planning and in the development, refinement and standardization of administrative systems and processes. Technical assistance and training for system partners including teachers and local advisory committees are enhanced. Program content, delivery method and access options are implemented and evaluated. The System recognizes certain participant outcomes as indicative of success. Achievement of this LTO will demonstrate programmatic successes within the greater workforce development system.</i>					
Major Tasks/Milestones				Schedule		Dependencies	Tracking Measures, Interim Outputs & Recommended Reporting Schedule
				Start Date (mm/yy)	Duration (days or months)		
		Facilitate local collaborative planning and partnerships between ABE and workforce boards, and other workforce network stakeholders in order to provide innovative and responsive services.		12/04	Ongoing	TEA, THECB and TWC  Tri-Agency plan, strategy 1.1.	<ul style="list-style-type: none"><li>TWC requires local boards to discuss efforts to strengthen the provision of ABE and literacy services with local education entities in their local board plans. (PY05 board planning cycle – January 2006)</li><li>TEA and TWC will collaborate to develop a Workforce Literacy Resource Team (WLRT) that will assist local areas in system integration with local boards and employer service collaboration. (June 2005) Begin dissemination of information in regard to the WLRT at TWC Forum. (August 2005)</li><li>TEA and TWC will strategize the participation of ABE providers in TWC rapid response strategies as they relate to ABE. (September 2005)</li><li>TWC and TEA will develop an email distribution list and accompanying website for designated local board staff and ABE directors and staff to share best practices and for collaborative planning. (May 2005)</li></ul> <i>[Cont'd on next page]</i>

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Key Performance Area: Customers				Tier 1 KPM(s): Formal <ul style="list-style-type: none"><li>Educational achievement</li><li>Number of customers served</li></ul>		Tier 2 KPM(s):		Tier 3 KPM(s): SAP Specific				
Accountable Participants: TEA, THECB, TWC												
Long Term Objective: Increase the percentage of adult education students completing the level enrolled from 64% to 70% by Q4/07.				Intended Outcomes: <i>Partner agencies participate in collaborative state- and local-level planning and in the development, refinement and standardization of administrative systems and processes. Technical assistance and training for system partners including teachers and local advisory committees are enhanced. Program content, delivery method and access options are implemented and evaluated. The System recognizes certain participant outcomes as indicative of success. Achievement of this LTO will demonstrate programmatic successes within the greater workforce development system.</i>								
Major Tasks/Milestones						Schedule		Dependencies		Tracking Measures, Interim Outputs & Recommended Reporting Schedule		
						Start Date (mm/yy)      Duration (days or months)						
		Cont'd from preceding page: Facilitate local collaborative planning and partnerships between ABE and workforce boards, and other workforce network stakeholders in order to provide innovative and responsive services.				12/04		Ongoing		TEA, THECB and TWC  Tri-Agency plan, strategy 1.1.		<ul style="list-style-type: none"><li>Texas LEARNS, through TEA, will distribute a guidance letter to local ABE contractors outlining approaches they should use to strengthen their communication and collaboration with local boards. (April 2005)</li></ul>
		Collaborate on the development of the Texas State Plan for Adult Education and Family Literacy to be submitted to the U.S. Department of Education. [WIA Title II]				04/05		12 months		TEA (lead), THECB and TWC (resources)  Tri-Agency plan, strategy 1.2.		<ul style="list-style-type: none"><li>Add SAP language to the WIA Title II Adult Education State Plan 2005-2006 Revision. (April 2005)</li><li>Designate an interagency team with outside stakeholder involvement to begin drafting new language for post WIA Title II Reauthorization. (July 2005)</li></ul>

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Key Performance Area: Customers				Tier 1 KPM(s): Formal <ul style="list-style-type: none"><li>Educational achievement</li><li>Number of customers served</li></ul>		Tier 2 KPM(s):		Tier 3 KPM(s): SAP Specific					
Accountable Participants: TEA, THECB, TWC													
Long Term Objective: Increase the percentage of adult education students completing the level enrolled from 64% to 70% by Q4/07.				Intended Outcomes: <i>Partner agencies participate in collaborative state- and local-level planning and in the development, refinement and standardization of administrative systems and processes. Technical assistance and training for system partners including teachers and local advisory committees are enhanced. Program content, delivery method and access options are implemented and evaluated. The System recognizes certain participant outcomes as indicative of success. Achievement of this LTO will demonstrate programmatic successes within the greater workforce development system.</i>									
Major Tasks/Milestones						Schedule		Dependencies		Tracking Measures, Interim Outputs & Recommended Reporting Schedule			
						Start Date (mm/yy)      Duration (days or months)							
		Share data between agencies to increase efficiencies, reduce duplication, and enhance the evaluation of program outcomes.				12/04		14 months		TEA, THECB and TWC  Tri-Agency plan, strategy 2.2.		<ul style="list-style-type: none"><li>TEA will review the MOU with THECB to enhance data-matching to drive program improvement. (June 2005)</li><li>TEA will make enhancement to ACES (Management Information System) to increase efficiency of data collection and data entry in reference to student level completions, goal setting, and the transition and follow-up performance measures for those ABE students with a goal of employment, retention of employment and entry into postsecondary education or training. (July 2005)</li><li>TWC will require local boards to articulate data sharing agreements with ABE providers in local board planning guidelines. (PY05 board planning cycle – January 2006)</li></ul>	

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Key Performance Area: Customers				Tier 1 KPM(s): Formal <ul style="list-style-type: none"><li>Educational achievement</li><li>Number of customers served</li></ul>		Tier 2 KPM(s):		Tier 3 KPM(s): SAP Specific			
Accountable Participants: TEA, THECB, TWC											
Long Term Objective: Increase the percentage of adult education students completing the level enrolled from 64% to 70% by Q4/07.				Intended Outcomes: <i>Partner agencies participate in collaborative state- and local-level planning and in the development, refinement and standardization of administrative systems and processes. Technical assistance and training for system partners including teachers and local advisory committees are enhanced. Program content, delivery method and access options are implemented and evaluated. The System recognizes certain participant outcomes as indicative of success. Achievement of this LTO will demonstrate programmatic successes within the greater workforce development system.</i>							
Major Tasks/Milestones				Schedule		Dependencies		Tracking Measures, Interim Outputs & Recommended Reporting Schedule			
				Start Date (mm/yy)      Duration (days or months)							
		Evaluate and recommend changes to the funding allocation methodology and performance-based contracting model for Adult Basic Education grants.		12/04		24 months		TEA (lead), THECB and TWC (resources)  Tri-Agency plan, strategy 2.3.		<ul style="list-style-type: none"><li>Identified states (by USDOE) as having performance-based or incentive funding. (May 2005) TEA will begin contact with states to get a copy of successful performance-based funding formulas. TEA will take the lead on evaluating the current funding formula in comparison to other funding formulas (State Board of Education rules establish ABE funding formula, i.e., amount of funds allocated to each county and each school district geographic area) and ensure compliance with federal contracting methods. (September 2005)</li><li>TEA will research formulas from other states and present findings to agency partners. (September 2005)</li><li>TEA will convene a task group to study findings (May 2006), develop strategies for evaluating changes (October 2006), study and compare implementation of recommended changes, and present results to TEA Commissioner. (December 2006)</li></ul>	

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Key Performance Area: Customers				Tier 1 KPM(s): Formal <ul style="list-style-type: none"><li>Educational achievement</li><li>Number of customers served</li></ul>		Tier 2 KPM(s):		Tier 3 KPM(s): SAP Specific					
Accountable Participants: TEA, THECB, TWC													
Long Term Objective: Increase the percentage of adult education students completing the level enrolled from 64% to 70% by Q4/07.				Intended Outcomes: <i>Partner agencies participate in collaborative state- and local-level planning and in the development, refinement and standardization of administrative systems and processes. Technical assistance and training for system partners including teachers and local advisory committees are enhanced. Program content, delivery method and access options are implemented and evaluated. The System recognizes certain participant outcomes as indicative of success. Achievement of this LTO will demonstrate programmatic successes within the greater workforce development system.</i>									
Major Tasks/Milestones						Schedule		Dependencies		Tracking Measures, Interim Outputs & Recommended Reporting Schedule			
						Start Date (mm/yy)	Duration (days or months)						
		Develop and implement curricula for teacher training to support employer-driven services for job seekers.				12/04	27 months	TEA (lead) and TWC (lead resource)  Tri-Agency plan, strategy 4.1.		<ul style="list-style-type: none"><li>TEA will consult with TWC and THECB to develop an RFA to fund a Workforce Literacy Resource Center (WLRC) that will assist local areas in curriculum development, resource identification, teacher training, system integration with local boards and employer service collaboration. (February 2007)</li><li>TEA will monitor progress of WLRC to provide teacher training services. (Ongoing)</li></ul>			
√		Develop and implement orientation tools for local advisory committees.				12/04	24 months	TEA  Tri-Agency plan, strategy 4.2.		Completed <ul style="list-style-type: none"><li>TEA to disseminate a training module through the GREAT Training Centers for ABE fiscal agents in the selection and orientation of advisory boards. (January 2005 and March 2005; ongoing)</li></ul>			

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Accountable Participants: TEA, THECB, TWC										
Long Term Objective: Increase the percentage of adult education students completing the level enrolled from 64% to 70% by Q4/07.			Intended Outcomes: <i>Partner agencies participate in collaborative state- and local-level planning and in the development, refinement and standardization of administrative systems and processes. Technical assistance and training for system partners including teachers and local advisory committees are enhanced. Program content, delivery method and access options are implemented and evaluated. The System recognizes certain participant outcomes as indicative of success. Achievement of this LTO will demonstrate programmatic successes within the greater workforce development system.</i>							
Major Tasks/Milestones				Schedule		Dependencies	Tracking Measures, Interim Outputs & Recommended Reporting Schedule			
				Start Date (mm/yy)	Duration (days or months)					
√		Review the ABE customer base to generate an analysis of the customer universe, learners' goals, and expected outcomes. Determine the extent to which: <ul style="list-style-type: none"><li>current program models and the State Curriculum Framework reflect learners' goals and expected outcomes, and</li><li>ABE program eligibility criteria impact program performance.</li></ul>		12/04	24 months	TEA and TWC (lead resource)  Tri-Agency plan, strategy 2.1.	Completed <ul style="list-style-type: none"><li>TEA will conduct Focus Groups to gather student, teacher and administrator input on Texas Standardized Curriculum Framework. (August-November 2004)</li><li>TEA will present analysis of ACES data on student goals and findings from Focus Groups to TWC and THECB to determine how findings impact other SAP strategies. (May 2005)</li><li>TEA will contact employers at random to ask same Focus Group questions and analyze findings. (October 2005)</li></ul>			



TWDS SAP ID#: CU3.0			SAP Owner: Advisory Committee			TWDS Strategic Action Plan 2006 Update			Updated: 3/10/06			Rev: 3	
Action Plan Status: Active				Key Performance Measures (KPMs)								Related Agency Action Plan(s) IDs:	
Key Performance Area: Customers				Tier 1 KPM(s): Formal <ul style="list-style-type: none"><li>Educational achievement</li><li>Number of customers served</li></ul>		Tier 2 KPM(s):		Tier 3 KPM(s): SAP Specific					
Accountable Participants: TEA, THECB, TWC													
Long Term Objective: Increase the percentage of adult education students completing the level enrolled from 64% to 70% by Q4/07.				Intended Outcomes: <i>Partner agencies participate in collaborative state- and local-level planning and in the development, refinement and standardization of administrative systems and processes. Technical assistance and training for system partners including teachers and local advisory committees are enhanced. Program content, delivery method and access options are implemented and evaluated. The System recognizes certain participant outcomes as indicative of success. Achievement of this LTO will demonstrate programmatic successes within the greater workforce development system.</i>									
Major Tasks/Milestones						Schedule		Dependencies	Tracking Measures, Interim Outputs & Recommended Reporting Schedule				
						Start Date (mm/yy)	Duration (days or months)						
		Prioritize the development and implementation of ABE services for job seekers.				12/04	12 months	TEA (lead) and TWC (lead resource)  Tri-Agency plan, strategy 2.4.	<ul style="list-style-type: none"><li>TEA will develop procedures for the prioritization of ABE services for job seekers. (September 2005)</li><li>TEA will develop and distribute to local ABE programs a best practices guide listing models of successful ABE services for job seekers and acceptable examples of industry-specific curricula. (Begin development September 2005)</li><li>TWC will distribute the best practices guide to local boards. (Date TBD)</li><li>TEA and TWC will continue to collaborate in presenting models of successful ABE services for job seekers at ABE conferences and workforce forums. (Ongoing)</li></ul>				

TWDS SAP ID#: CU3.0			SAP Owner: Advisory Committee			TWDS Strategic Action Plan 2006 Update			Updated: 3/10/06		Rev: 3		
Action Plan Status: Active				Key Performance Measures (KPMs)								Related Agency Action Plan(s) IDs:	
Key Performance Area: Customers				Tier 1 KPM(s): Formal <ul style="list-style-type: none"><li>Educational achievement</li><li>Number of customers served</li></ul>		Tier 2 KPM(s):		Tier 3 KPM(s): SAP Specific					
Accountable Participants: TEA, THECB, TWC													
Long Term Objective: Increase the percentage of adult education students completing the level enrolled from 64% to 70% by Q4/07.				Intended Outcomes: <i>Partner agencies participate in collaborative state- and local-level planning and in the development, refinement and standardization of administrative systems and processes. Technical assistance and training for system partners including teachers and local advisory committees are enhanced. Program content, delivery method and access options are implemented and evaluated. The System recognizes certain participant outcomes as indicative of success. Achievement of this LTO will demonstrate programmatic successes within the greater workforce development system.</i>									
Major Tasks/Milestones				Schedule		Dependencies		Tracking Measures, Interim Outputs & Recommended Reporting Schedule					
				Start Date (mm/yy)      Duration (days or months)									
		Prioritize the development and implementation of distance learning approaches.		12/04	25 months	TEA  Tri-Agency plan, strategy 2.5.		<ul style="list-style-type: none"><li>TEA will participate in multi-year Project IDEAL (national distance education project supported by USDOE) to gain expertise in developing a distance education plan for ABE. (January 2005)</li><li>TEA will fund pilot projects to evaluate various distance learning approaches. (May 2006)</li><li>TEA will participate in federal focus group to develop a formula to determine how to report contact hours in federal and state reports. (January 2005; ongoing)</li><li>TEA will recommend changes or establish distance education policy per findings in distance education projects. (December 2006)</li></ul>					
√		Develop and implement a plan to encourage learners who participate in ABE programs to pursue postsecondary education opportunities leading to certificates and degrees.		12/04	24 months	TEA and THECB (co-leads)  Tri-Agency plan, strategy 2.6.		<ul style="list-style-type: none"><li>Completed</li><li>THECB will share the results of <i>Perkins Project 51502: Adult Ed Transitions to College Level Technical Programs</i> upon completion. (September 2005)</li><li>TEA will establish partnership with GO Centers to disseminate information about transition of ABE learners into postsecondary. (Ongoing)</li></ul>					

TWDS SAP ID#: CU3.0			SAP Owner: Advisory Committee			TWDS Strategic Action Plan 2006 Update				Updated: 3/10/06		Rev: 3
Action Plan Status: Active			Key Performance Measures (KPMs)									Related Agency Action Plan(s) IDs:
Key Performance Area: Customers			Tier 1 KPM(s): Formal <ul style="list-style-type: none"><li>Educational achievement</li><li>Number of customers served</li></ul>		Tier 2 KPM(s):		Tier 3 KPM(s): SAP Specific					
Accountable Participants: TEA, THECB, TWC												
Long Term Objective: Increase the percentage of adult education students completing the level enrolled from 64% to 70% by Q4/07.			Intended Outcomes: <i>Partner agencies participate in collaborative state- and local-level planning and in the development, refinement and standardization of administrative systems and processes. Technical assistance and training for system partners including teachers and local advisory committees are enhanced. Program content, delivery method and access options are implemented and evaluated. The System recognizes certain participant outcomes as indicative of success. Achievement of this LTO will demonstrate programmatic successes within the greater workforce development system.</i>									
Major Tasks/Milestones			Schedule		Dependencies		Tracking Measures, Interim Outputs & Recommended Reporting Schedule					
			Start Date (mm/yy)      Duration (days or months)									
		Research, develop, and implement ABE/ESL services to employers.	12/04	12 months	TEA (lead) and TWC (lead resource)  Tri-Agency plan, strategy 3.1.	<ul style="list-style-type: none"><li>TEA and TWC will identify types of services ABE could offer employers (e.g., assessment, literacy task analysis). (September 2005)</li><li>TEA will implement allowable services to employers through a Workforce Literacy Resource Center and local programs. (September 2005)</li></ul>						
		Prioritize the development and implementation of customized workplace ABE and/or ESL services to support the literacy needs of incumbent workers.	12/04	12 months	TEA and TWC (co-leads)  Tri-Agency plan, strategy 3.2.	<ul style="list-style-type: none"><li>TEA will develop policy and procedures for development and implementation of customized workplace ABE and/or ESL services to support the literacy needs of incumbent workers. (September 2005; ongoing)</li></ul>						
√		Develop and implement curricula and programs that utilize industry sector approaches.	12/04	12 months	TEA and TWC (co-leads)  Tri-Agency plan, strategy 3.3.	Completed <ul style="list-style-type: none"><li>Texas LEARNS will propose TEA fund a project to formalize industry-specific curriculum practices. (September 2005)</li></ul>						
√		Develop and implement outreach services for incumbent workers to employers through ABE and workforce network partnerships.	12/04	12 months	TEA and TWC (co-leads)  Tri-Agency plan, strategy 3.4.	Completed <ul style="list-style-type: none"><li>TEA and TWC will collaborate with local providers and local boards to develop an outreach strategy for employers. (August 2005)</li></ul>						

TWDS SAP ID#: CU3.0		SAP Owner: Advisory Committee		TWDS Strategic Action Plan 2006 Update		Updated: 3/10/06	Rev: 3
Action Plan Status: Active		Key Performance Measures (KPMs)					Related Agency Action Plan(s) IDs:
Key Performance Area: Customers		Tier 1 KPM(s): Formal <ul style="list-style-type: none"><li>Educational achievement</li><li>Number of customers served</li></ul>	Tier 2 KPM(s):	Tier 3 KPM(s): SAP Specific			
Accountable Participants: TEA, THECB, TWC							
Long Term Objective: Increase the percentage of adult education students completing the level enrolled from 64% to 70% by Q4/07.		Intended Outcomes: <i>Partner agencies participate in collaborative state- and local-level planning and in the development, refinement and standardization of administrative systems and processes. Technical assistance and training for system partners including teachers and local advisory committees are enhanced. Program content, delivery method and access options are implemented and evaluated. The System recognizes certain participant outcomes as indicative of success. Achievement of this LTO will demonstrate programmatic successes within the greater workforce development system.</i>					
Major Tasks/Milestones			Schedule		Dependencies	Tracking Measures, Interim Outputs & Recommended Reporting Schedule	
			Start Date (mm/yy)	Duration (days or months)			
		Implement joint TEA/Texas LEARNS, TWC and THECB state-level ABE and Literacy planning: <ul style="list-style-type: none"><li>WIA Title I State Plan;</li><li>Strategic Plan for Texas Public Community Colleges, revisions and updates;</li><li>Closing the Gaps, revisions and updates; and</li><li>P-16 Council activities.</li></ul>	12/04	Ongoing	TEA, THECB and TWC	<ul style="list-style-type: none"><li>WIA Title I State Plan – New plan due to DOL on May 31, 2005. After TWC Commission votes approval to publish plan, to send out for agency comment.</li><li>Strategic Plan for Texas Public Community Colleges, revisions and updates – even-numbered years.</li><li>Closing the Gaps, revisions and updates – annual progress report each July.</li><li>P-16 Council activities – procedures evolving; issues brought forward by members or standing subcommittees. (Ongoing)</li></ul>	
		Examine the feasibility and changes required to implement consistency across TEA/Texas LEARNS and TWC ABE and literacy-related activities: <ul style="list-style-type: none"><li>Application process,</li><li>Contracting, and</li><li>Evaluation/reporting requirements and documentation.</li></ul>	12/04	8 months	TEA, THECB and TWC	<ul style="list-style-type: none"><li>TEA will consult with TWC and THECB in the development of ABE competitive and continuation grants to the level allowable by statute. (Future funding applications)</li><li>TEA will ensure compliance with state and federal statute and the prescribed WIA Title II competitive application process. (Ongoing)</li></ul>	

TWDS SAP ID#: CU3.1			AAP Owner: TEA			TWDS Agency Action Plan 2006 Update			Updated: 3/10/06			Rev: 2		
Agency Action Plan ID#: CU3.1			Key Performance Measures (KPMs)								Accountable Participants: TEA			
TWDS Key Performance Area: Customers			Tier 1 KPM(s): Formal <ul style="list-style-type: none"><li>Educational achievement</li><li>Number of customers served</li></ul>			Tier 2 KPM(s):			Tier 3 KPM(s):					
Action Plan Status: Active														
Programmatic Critical Success Factors: Current and future workers will access and be successful at the programs necessary to gain knowledge and skills for tomorrow's economy. The system will maximize participant outcomes in critical points in the continuum of education to employment.						Programmatic LTO: Increase the percentage of adult education students receiving a high school diploma or Certificate of Equivalency (GED) from 56.7% to 59% by Q4/09.			Intended Outcomes: <i>The System recognizes certain participant outcomes as indicative of success as they relate to ability to find, retain and advance employment. Achievement of these LTOs will demonstrate programmatic successes within the greater workforce development system.</i>					
Major Tasks/Milestones						Schedule			Dependencies			Tracking Measures, Interim Outputs & Recommended Reporting Schedule		
						Start Date (mm/yy)		Duration (days or months)						
√		Determine relevance and appropriateness of alternate measures.				09/03		6 months					Completed	
√		Determine definitions and methodology for tracking performance milestones.				09/03		6 months					Completed	
√		Determine the readiness potential of GED candidates.				06/05		Ongoing					Completed	
		Promote GED preparation classes.				06/05		Ongoing						
√		Work with responsible agency(ies) to develop a plan to achieve initial performance milestones to increase the percentage of adult education students completing a secondary certification.				12/05		6 months		TEA, TWC			Completed	
		Implement plan and monitor performance with corrective action as required.				07/06		18 months		TEA, TWC				
		Modify milestones based on interim performance achievement and evaluation.				03/07		2 months		TEA, TWC				
		Perform summative evaluation and longitudinal analysis.				10/07		2 months		Council – CU3.0				

TWDS SAP ID#: CU3.2			AAP Owner: TWC			TWDS Agency Action Plan 2006 Update		Updated: 3/10/06		Rev: 1	
Agency Action Plan ID#: CU3.2			Key Performance Measures (KPMs)						Accountable Participants: TWC		
TWDS Key Performance Area: Customers			Tier 1 KPM(s): Formal <ul style="list-style-type: none"><li>Entered employment rate</li><li>Employment retention rate</li><li>Number of customers served</li></ul>		Tier 2 KPM(s):		Tier 3 KPM(s):				
Action Plan Status: Active											
Programmatic Critical Success Factors: Current and future workers will access and be successful at the programs necessary to gain knowledge and skills for tomorrow's economy. The system will maximize participant outcomes in critical points in the continuum of education to employment.			Programmatic LTO: Increase job placements as a result of SCSEP mature worker programs and services to 29% by Q4/PY05 and by 1 percentage point per year (from actual rate of previous PY) through Q4/PY09.			Intended Outcomes: <i>The System recognizes certain participant outcomes as indicative of success as they relate to ability to find, retain and advance employment. Achievement of these LTOs will demonstrate programmatic successes within the greater workforce development system.</i>					
Major Tasks/Milestones			Schedule			Dependencies		Tracking Measures, Interim Outputs & Recommended Reporting Schedule			
			Start Date (mm/yy)		Duration (days or months)						
√		Work with responsible agency(ies) to develop plan to achieve initial performance milestones relative to mature workers.	12/04		3 months	TWC		Completed			
√		Implement plan and monitor performance with corrective action as required.	03/05		9 months	TWC		Completed			
√		Modify milestones based on interim performance achievement and evaluation.	09/05		1 month	TWC		Completed			
√		Perform summative evaluation and longitudinal analysis.	12/05		2 months	TWC		Completed			
		Formalize planning and evaluation cycle.	01/06		4 months						
		Implement planning and evaluation cycle for Program Year (PY) 2006.	05/06		12 months						
		Implement planning and evaluation cycle for PY07.	05/07		12 months						
		Implement planning and evaluation cycle for PY08.	05/08		12 months						
		Implement planning and evaluation cycle for PY09.	05/09		12 months						

TWDS SAP ID#: CU3.3			AAP Owner: TEA			TWDS Agency Action Plan 2006 Update			Updated: 3/10/06			Rev: 2			
Agency Action Plan ID#: CU3.3			Key Performance Measures (KPMs)								Accountable Participants: TEA, TWC				
TWDS Key Performance Area: Customers			Tier 1 KPM(s): Formal <ul style="list-style-type: none"><li>Educational achievement</li><li>Number of customers served</li></ul>			Tier 2 KPM(s):			Tier 3 KPM(s):						
Action Plan Status: Active															
Programmatic Critical Success Factors: Current and future workers will access and be successful at the programs necessary to gain knowledge and skills for tomorrow's economy. The system will maximize participant outcomes in critical points in the continuum of education to employment.						Programmatic LTO: Increase academic and future workplace success of youth by increasing the HS graduation and/or certification (GED) rates from 95.5% to 96.2% by Q4/09.			Intended Outcomes: <i>The System recognizes certain participant outcomes as indicative of success as they relate to ability to find, retain and advance employment. Achievement of these LTOs will demonstrate programmatic successes within the greater workforce development system.</i>						
Major Tasks/Milestones						Schedule			Dependencies			Tracking Measures, Interim Outputs & Recommended Reporting Schedule			
						Start Date (mm/yy)		Duration (days or months)							
√		Work with responsible agency(ies) to develop a plan to achieve initial performance milestones relative to increased graduation rates and high school retention rates.				12/03		6 months		TEA Strategic Plan: <ul style="list-style-type: none"><li>Texas High School Initiative (pp. 46-48)</li><li>School Improvement and Support Programs (p. 57)</li></ul>			Completed		
√		Determine definitions and methodology for tracking performance milestones.				09/03		6 months							
√		Determine TEA internal ownership including timeframes and reporting.				03/04		3 months					Completed		
√		Implement plan and monitor performance with corrective action as required.				07/04		36 months					Completed		
√		Modify milestones based on interim performance achievement and evaluation.				12/05		2 months					Completed		
		Implement plan and monitor performance with corrective action as required.				07/06		36 months							
		Modify milestones based on interim performance achievement and evaluation.				12/07		2 months							
		Perform summative evaluation and longitudinal analysis.				07/07		5 months							

TWDS SAP ID#: CU3.4			AAP Owner: TEA			TWDS Agency Action Plan 2006 Update			Updated: 3/10/06			Rev: 2		
Agency Action Plan ID#: CU3.4			Key Performance Measures (KPMs)								Accountable Participants: TEA, TWC			
TWDS Key Performance Area: Customers			Tier 1 KPM(s):			Tier 2 KPM(s): Less Formal • Dropout rate			Tier 3 KPM(s):					
Action Plan Status: Active														
Programmatic Critical Success Factors: Current and future workers will access and be successful at the programs necessary to gain knowledge and skills for tomorrow's economy. The system will maximize participant outcomes in critical points in the continuum of education to employment.						Programmatic LTO: Reduce the percentage of student dropouts from public schools between grades 7 and 12 from 8.6% to 6.6% by Q4/07.			Intended Outcomes: <i>The System recognizes certain participant outcomes as indicative of success as they relate to ability to find, retain and advance employment. Achievement of these LTOs will demonstrate programmatic successes within the greater workforce development system.</i>					
Major Tasks/Milestones						Schedule			Dependencies			Tracking Measures, Interim Outputs & Recommended Reporting Schedule		
						Start Date (mm/yy)		Duration (days or months)						
√		Determine definitions and methodology for tracking performance milestones.				09/03		6 months					Completed	
√		Work with responsible agency(ies) to develop a plan to achieve initial performance milestones to reduce the dropout rate between grades 7 and 12.				12/03		6 months		TEA Strategic Plan: • Texas High School Initiative (pp. 46-48) • Academic Excellence for Students in At-Risk Situations (p. 55)			Completed	
√		Determine TEA internal ownership including timeframes and reporting.				01/04		3 months		TEA			Completed	
√		Implement plan.				07/04		12 months		TEA			Completed	
√		Monitor performance.				07/05		6 months		TEA			Completed	
		Monitor performance.				01/06		12 months		TEA				
		Implement corrective action as required.				07/06		12 months		TEA				
		Modify milestones based on interim performance achievement and evaluation.				12/06		2 months		TEA				
		Perform summative evaluation and longitudinal analysis.				07/07		5 months		Council				



TWDS SAP ID#: CU3.5					AAP Owner: TEA		TWDS Agency Action Plan 2006 Update		Updated: 3/10/06		Rev: 2	
Agency Action Plan ID#: CU3.5			Key Performance Measures (KPMs)							Accountable Participants: TEA, TWC		
TWDS Key Performance Area: Customers			Tier 1 KPM(s): Formal • Number of customers served		Tier 2 KPM(s): Less Formal • Transition rate		Tier 3 KPM(s):					
Action Plan Status: Active												
Programmatic Critical Success Factors: Current and future workers will access and be successful at the programs necessary to gain knowledge and skills for tomorrow's economy. The system will maximize participant outcomes in critical points in the continuum of education to employment.					Programmatic LTO: Increase the percentage of exiting secondary students pursuing academic and/or workforce education from 75.3% to 76% by Q4/07.		Intended Outcomes: <i>The System recognizes certain participant outcomes as indicative of success as they relate to ability to find, retain and advance employment. Achievement of these LTOs will demonstrate programmatic successes within the greater workforce development system.</i>					
Major Tasks/Milestones			Schedule				Dependencies		Tracking Measures, Interim Outputs & Recommended Reporting Schedule			
			Start Date (mm/yy)		Duration (days or months)							
√		Work with responsible agency(ies) to develop a plan to achieve initial performance milestones to increase the percentage of exiting secondary students pursuing academic and/or workforce education.	09/03		6 months		TEA Strategic Plan: Texas High School Initiative (pp. 46-48)		Completed			
√		Determine definitions and methodology for tracking performance milestones.	03/04		4 months		TEA, THECB		Completed			
√		Implement plan.	07/04		12 months		TEA		Completed			
√		Monitor performance.	07/05		24 months		TEA		Completed			
		Implement corrective action as required.	07/07		12 months		TEA					
		Modify milestones based on interim performance achievement and evaluation.	12/06		2 months		TEA					
		Perform summative evaluation and longitudinal analysis.	12/07		6 months		Council					

TWDS SAP ID#: CU3.6			AAP Owner: THECB, TEA			TWDS Agency Action Plan 2006 Update		Updated: 3/10/06		Rev: 1	
Agency Action Plan ID#: CU3.6			Key Performance Measures (KPMs)						Accountable Participants: THECB, TEA		
TWDS Key Performance Area: Customers			Tier 1 KPM(s): Formal		Tier 2 KPM(s): Less Formal		Tier 3 KPM(s):				
Action Plan Status: Active			• Number of customers served		• Participation rate						
Programmatic Critical Success Factors: Current and future workers will access and be successful at the programs necessary to gain knowledge and skills for tomorrow's economy. The system will maximize participant outcomes in critical points in the continuum of education to employment.					Programmatic LTO: Increase Texas higher education participation rate to 5.5% by Q4/09.		Intended Outcomes: <i>Increase Texas higher education participation rate for all demographic groups :</i> <ul style="list-style-type: none"><li><i>Increase higher education participation rate for the Black population from 4.6% in 2000 to 5.5% by 2009 and 5.6% by 2010.</i></li><li><i>Increase higher education participation rate for the Hispanic population from 3.7% in 2000 to 4.7% by 2009 and 4.8% by 2010.</i></li><li><i>Increase higher education participation rate for the White population from 5.1% in 2000 to 5.6% by 2009 and 5.7% by 2010.</i></li></ul>				
Major Tasks/Milestones			Schedule		Dependencies		Tracking Measures, Interim Outputs & Recommended Reporting Schedule				
			Start Date (mm/yy)	Duration (days or months)							
		Continue monitoring and reporting progress toward these targets annually.	09/03	Ongoing							
		Monitor the effects of tuition deregulation on the affordability of higher education at the university level.	01/04	Ongoing							

TWDS SAP ID#: CU3.7					AAP Owner: THECB		TWDS Agency Action Plan 2006 Update		Updated: 3/10/06		Rev: 1	
Agency Action Plan ID#: CU3.7			Key Performance Measures (KPMs)							Accountable Participants: THECB		
TWDS Key Performance Area: Customers			Tier 1 KPM(s): Formal <ul style="list-style-type: none"><li>Educational achievement</li><li>Number of customers served</li></ul>		Tier 2 KPM(s):		Tier 3 KPM(s):					
Action Plan Status: Active												
Programmatic Critical Success Factors: Current and future workers will access and be successful at the programs necessary to gain knowledge and skills for tomorrow's economy. The system will maximize participant outcomes in critical points in the continuum of education to employment.					Programmatic LTO: Increase the number of certificates, associate's and bachelor's awarded to 168,000 by Q4/09. <sup>1</sup>			Intended Outcomes: <i>The System recognizes certain participant outcomes as indicative of success as they relate to ability to find, retain and advance employment. Achievement of these LTOs will demonstrate programmatic successes within the greater workforce development system.</i>				
Major Tasks/Milestones					Schedule			Dependencies		Tracking Measures, Interim Outputs & Recommended Reporting Schedule		
					Start Date (mm/yy)		Duration (days or months)					
		Work with the institutions on their uniform recruitment and retention strategies.			09/03		Ongoing					
		Work with the institutions and other agencies to ensure a seamless student transition among high schools, community and technical colleges, universities and health-related institutions.			09/03		Ongoing					
		Continue monitoring and reporting on progress toward this target annually.			09/03		Ongoing			<ul style="list-style-type: none"><li>2009 target: 168,000.</li><li>2010 target: 176,000.</li></ul>		

<sup>1</sup> Includes private/independent institutions of higher education, i.e., a private or independent college or university that is organized under the Texas Non-Profit Corporation Act (Article 1396-1.01 et seq., Vernon's Texas Civil Statutes); exempt from taxation under Article VIII, Section 2, of the Texas Constitution and Section 501( c)(3) of the Internal Revenue Code of 1986 (26 U.S.C. Section 601); and accredited by a recognized accrediting agency. Currently, there are 44 independent institutions: 39 universities; two junior colleges (two-year); one health-related; and two chiropractic.

TWDS SAP ID#: CU3.8			AAP Owner: THECB			TWDS Agency Action Plan 2006 Update		Updated: 3/10/06		Rev: 1		
Agency Action Plan ID#: CU3.8			Key Performance Measures (KPMs)						Accountable Participants: THECB			
TWDS Key Performance Area: Customers			Tier 1 KPM(s): Formal <ul style="list-style-type: none"><li>Entered employment rate</li><li>Employment retention rate</li><li>Number of customers served</li></ul>			Tier 2 KPM(s):		Tier 3 KPM(s):				
Action Plan Status: Active												
Programmatic Critical Success Factors: Current and future workers will access and be successful at the programs necessary to gain knowledge and skills for tomorrow's economy. The system will maximize participant outcomes in critical points in the continuum of education to employment.			Programmatic LTO: Sustain job placements for students exiting postsecondary programs at a total annual rate of 85% or greater.			Intended Outcomes: <i>The System recognizes certain participant outcomes as indicative of success as they relate to ability to find, retain and advance employment. Achievement of these LTOs will demonstrate programmatic successes within the greater workforce development system.</i>						
Major Tasks/Milestones			Schedule			Dependencies		Tracking Measures, Interim Outputs & Recommended Reporting Schedule				
			Start Date (mm/yy)		Duration (days or months)							
		Work with institutions and responsible agency(ies) to sustain identified performance targets and increase job placement for individuals exiting postsecondary programs.	09/03		Ongoing							
		Implement plan and monitor performance with corrective action as required.	09/03		Ongoing							
		Continue monitoring and reporting on progress toward this target annually.	09/03		Ongoing							

TWDS SAP ID#: CU3.9			AAP Owner: HHSC, TWC			TWDS Agency Action Plan 2006 Update			Updated: 3/10/06			Rev: 2		
Agency Action Plan ID#: CU3.9			Key Performance Measures (KPMs)								Accountable Participants: HHSC, TWC			
TWDS Key Performance Area: Customers			Tier 1 KPM(s): Formal <ul style="list-style-type: none"><li>Number of customers served</li></ul>			Tier 2 KPM(s): Less Formal <ul style="list-style-type: none"><li>TANF recidivism rate</li></ul>			Tier 3 KPM(s):					
Action Plan Status: Active														
Programmatic Critical Success Factors: Current and future workers will access and be successful at the programs necessary to gain knowledge and skills for tomorrow's economy. The system will maximize participant outcomes in critical points in the continuum of education to employment.						Programmatic LTO: Decrease number of TANF recipients cycling on and off TANF by a rate to be specified.			Intended Outcomes: <i>The System recognizes certain participant outcomes as indicative of success as they relate to ability to find, retain and advance employment. Achievement of these LTOs will demonstrate programmatic successes within the greater workforce development system.</i>					
Major Tasks/Milestones						Schedule			Dependencies			Tracking Measures, Interim Outputs & Recommended Reporting Schedule		
						Start Date (mm/yy)		Duration (days or months)						
√		Coordinate with TWC, HHSC and Council to clarify actions and roles.				10/03		3 months	<ul style="list-style-type: none"><li>HB 2292 (78<sup>th</sup> Legislature).</li><li>Final HHSC Transition plan 12/03.</li></ul>			Complete		
		Identify barriers to employment retention for TANF recipients.				10/03 [pre-strategic plan activities since 1996]		Ongoing						
		Work with responsible agency(ies) to develop a plan to achieve initial performance milestones to decrease TANF recidivism.				10/03 [pre-strategic plan activities since 1996]		Ongoing	TWC – Local board post-employment services (e.g., child care, transportation, work support, mentoring).			TWC – Choices recidivism analysis. (TBD)		
		Develop mechanism to prepare an individual employment plan for each TANF recipient that includes specific post-employment strategies for transition to stable employment at a family self-sufficiency wage.				10/03 [pre-strategic plan activities since 1996]		Ongoing	<ul style="list-style-type: none"><li>TWC – Individual employment plans, including barrier identification.</li><li>TWC – Local board outreach to mandatory TANF adults.</li></ul>			TWC – TWC Subrecipient Monitoring Department monitors compliance with individual employment plan requirements.		
		Develop Employment Services Referral program to include TANF recipient referrals to pre-employment and post-employment services offered by community-based organizations.				10/03 [pre-strategic plan activities since 1996]		Ongoing	TWC – Local board MOUs with community and faith-based organizations to assist Choices participants with pre-/post-employment services.			Local board MOUS with other state and local entities for service provision to Choices participants.		
		Coordinate with Texas Department of Transportation (TxDOT) to provide transportation services for program participants.				10/03 [pre-strategic plan activities since 09/03]		Ongoing	Texas Department of Transportation (TxDOT).			<ul style="list-style-type: none"><li>TWC – Interagency agreement. (Established September 2003; renewed annually)</li><li>TWC – Transportation services contract with local boards. Boards also work independently with transit providers.</li></ul>		

TWDS SAP ID#: CU3.9			AAP Owner: HHSC, TWC			TWDS Agency Action Plan 2006 Update			Updated: 3/10/06			Rev: 2			
Agency Action Plan ID#: CU3.9			Key Performance Measures (KPMs)								Accountable Participants: HHSC, TWC				
TWDS Key Performance Area: Customers			Tier 1 KPM(s): Formal • Number of customers served			Tier 2 KPM(s): Less Formal • TANF recidivism rate			Tier 3 KPM(s):						
Action Plan Status: Active															
Programmatic Critical Success Factors: Current and future workers will access and be successful at the programs necessary to gain knowledge and skills for tomorrow's economy. The system will maximize participant outcomes in critical points in the continuum of education to employment.						Programmatic LTO: Decrease number of TANF recipients cycling on and off TANF by a rate to be specified.			Intended Outcomes: <i>The System recognizes certain participant outcomes as indicative of success as they relate to ability to find, retain and advance employment. Achievement of these LTOs will demonstrate programmatic successes within the greater workforce development system.</i>						
Major Tasks/Milestones						Schedule			Dependencies			Tracking Measures, Interim Outputs & Recommended Reporting Schedule			
						Start Date (mm/yy)		Duration (days or months)							
√		Coordinate with Texas Department of Housing and Community Affairs (TDHCA) to provide housing assistance for program participants.				10/03 [pre-strategic plan activities since 07/99]		9 months		Texas Department of Housing and Community Affairs (TDHCA).			Complete MOU for WIA implementation included TDHCA. (Effective July 1999 – June 2004)		
		Coordinate with Texas Department of Housing and Community Affairs (TDHCA) to provide housing assistance for program participants.				TBD		TBD		• WIA reauthorization. • Texas Department of Housing and Community Affairs (TDHCA).			MOU renewal. (TBD – post-reauthorization)		
		Design and encourage the use of post-employment case management services and mentoring techniques designed to increase each TANF recipient's potential for wage growth and a stable employment history.				10/03 [pre-strategic plan activities since 1996]		Ongoing		TWC – Choices rules.			• TWC – LBB measures: Entered Employment and Employment Retention. • TWC – Using UI wages, track former Choices participants' wage growth over time.		
		Establish outcome measures.				10/03 [pre-strategic plan activities since 1996]		Ongoing					TWC – Reported monthly to LBB: • Entered Employment • Employment Retention		
		Develop methodology and procedures to collect post-program wage data for recipients.				10/03 [pre-strategic plan activities since 1996]		Ongoing		• SB 280 (78 <sup>th</sup> Legislature). • TWC – UI wage data.			TWC – Entered Employment and Employment Retention for Choices participants entering employment. (Reported monthly to LBB)		
		Perform summative evaluation and longitudinal analysis.				02/06		7 months					TWC – Contracted evaluation of Choices program.		
		Modify milestones based on interim performance achievement and evaluation.				02/06		Ongoing		TWC – Contractor evaluation report.					

TWDS SAP ID#: CU3.9			AAP Owner: HHSC, TWC			TWDS Agency Action Plan 2006 Update		Updated: 3/10/06		Rev: 2	
Agency Action Plan ID#: CU3.9			Key Performance Measures (KPMs)						Accountable Participants: HHSC, TWC		
TWDS Key Performance Area: Customers			Tier 1 KPM(s): Formal • Number of customers served		Tier 2 KPM(s): Less Formal • TANF recidivism rate		Tier 3 KPM(s):				
Action Plan Status: Active											
Programmatic Critical Success Factors: Current and future workers will access and be successful at the programs necessary to gain knowledge and skills for tomorrow's economy. The system will maximize participant outcomes in critical points in the continuum of education to employment.					Programmatic LTO: Decrease number of TANF recipients cycling on and off TANF by a rate to be specified.		Intended Outcomes: <i>The System recognizes certain participant outcomes as indicative of success as they relate to ability to find, retain and advance employment. Achievement of these LTOs will demonstrate programmatic successes within the greater workforce development system.</i>				
Major Tasks/Milestones					Schedule		Dependencies		Tracking Measures, Interim Outputs & Recommended Reporting Schedule		
					Start Date (mm/yy)	Duration (days or months)					
		Provide data regarding percentage of recipients of Choices employment services who meet the wage performance criteria in SB280.	10/03 [pre-strategic plan activities since 09/03]		Annually				TWC – Annual report to Legislature. (December; annually) • Percent of Choices participants who enter employment paying wages equal to or exceeding 200% of the federal poverty income level (FPIL). • Percent of Choices participants who enter employment earning wages equal to or exceeding 200% of the FPIL and earn that amount before the first anniversary of their initial employment date.		

TWDS SAP ID#: CU4.0			AAP Owner: TDCJ, TYC			TWDS Agency Action Plan 2006 Update		Updated: 3/10/06		Rev: 2				
Agency Action Plan ID#: CU4.0			Key Performance Measures (KPMs)						Accountable Participants: TDCJ, TYC, TWC					
TWDS Key Performance Area: Customers			Tier 1 KPM(s): Formal <ul style="list-style-type: none"><li>Entered employment rate</li><li>Employment retention rate</li><li>Number of customers served</li></ul>			Tier 2 KPM(s): Less Formal <ul style="list-style-type: none"><li>Percentage of adult offenders placed in jobs prior to release</li><li>Constructive activity rate</li></ul>						Tier 3 KPM(s): SAP Specific		
Action Plan Status: Active														
Programmatic Critical Success Factors: Incarcerated youth and adult offenders receive meaningful educational and job training services to secure employment.			Programmatic LTO: Establish a standard for job placement for adult and youthful offenders prior to release by Q4/04. Increase the percentage of adult offenders placed in jobs prior to release by 5% per year (from actual rate of previous year) to Q4/09.  Increase constructive activity rate (placements and other positive outcomes) for youthful offenders by 5% per year (from actual rate of previous year) to Q4/09.						Intended Outcomes: <i>Ensure successful societal re-integration of ex-offenders by providing sustainable career opportunities post-release.</i>					
Major Tasks/Milestones			Schedule			Dependencies		Tracking Measures, Interim Outputs & Recommended Reporting Schedule						
			Start Date (mm/yy)		Duration (days or months)									
√		Work with responsible agency(ies) to develop plan to achieve initial performance milestone to increase job placement for adult offenders prior to release.	12/03		12 months	TDCJ		Completed						
√		Design a standards policy and practice to ensure that TDCJ can implement pre-release employment programs consistently throughout the system. This process will establish standard practices and activities for employers of adults and youth.	01/04		9 months	TDCJ		Completed Project Rio exit interview.						
√		Determine funding levels required to support initiative.	06/04		3 months	TDCJ		Completed						
		Seek additional funding for job development and placement for adult offenders.	08/05		Ongoing	TDCJ		<ul style="list-style-type: none"><li>Biennial budget process.</li><li>Grant application and/or renewal.</li></ul>						
		Enhance and implement parole linkages through the Offender Employment Network to ensure appropriate alignment with pre-release employment.	09/05		12 months	TDCJ		<ul style="list-style-type: none"><li>MOU negotiation with all local workforce boards.</li></ul>						
		Determine and seek levels of funding or community partnerships to enhance transitional aftercare for youth offenders.	08/05		Ongoing	TYC		<ul style="list-style-type: none"><li>MOU renegotiation.</li><li>Grant renewal.</li></ul>						
		Identify and submit application for appropriate grant funding to enhance transitional workforce development activities.	08/05		10 months	TYC		<ul style="list-style-type: none"><li>Transitional aftercare staffing arrangements.</li></ul>						



TWDS SAP ID#: CU5.0			AAP Owner: HHSC			TWDS Agency Action Plan 2006 Update			Updated: 3/10/06			Rev: 3	
Agency Action Plan ID#: CU5.0			Key Performance Measures (KPMs)							Accountable Participants: HHSC, Local Workforce Boards			
TWDS Key Performance Area: Customers			Tier 1 KPM(s): Formal <ul style="list-style-type: none"><li>• Employment retention rate</li><li>• Number of customers served</li></ul>			Tier 2 KPM(s):		Tier 3 KPM(s):					
Action Plan Status: Active													
Programmatic Critical Success Factors: Persons with disabilities receive meaningful vocational rehabilitation services to secure and/or maintain employment.				Programmatic LTO: Increase by 2% per year (from actual rate of previous year), the percentage of persons receiving vocational rehabilitation services from HHSC who remain employed after exiting the program.				Intended Outcomes: <i>To increase the effectiveness of the rehabilitation processes to ensure effective alignment between client capabilities and employer needs, thereby enhancing opportunity for employment retention.</i>					
Major Tasks/Milestones				Schedule		Dependencies		Tracking Measures, Interim Outputs & Recommended Reporting Schedule					
				Start Date (mm/yy)	Duration (days or months)								
√		Define “retention” for the two major client population groups of gained employment and returned to employment including timeframes.	11/03	4 months							Completed		
√		Work with responsible agency(ies) to develop an effective method to measure the current employment retention rate for persons receiving vocational rehabilitation service.	04/04	12 months	Consolidation						Completed		
√		Determine benchmark for LTO performance measurement(s) based on two most recent available data sets.	04/05	3 months	HHSC – DARS						Completed		
√		If necessary, develop plan to meet performance goal.	07/05	2 months	HHSC – DARS						Completed		
		Implement plan and monitor performance with corrective action as required.	09/05	16 months	HHSC/Medicaid Buy-In Program – DARS								
√		Modify milestone based on analysis of two most recent available data sets.	11/05	1 month	HHSC – DARS						Completed		
		Perform summative evaluation and longitudinal analysis.	12/05	Annually	HHSC – DARS						Annual reporting to LBB and Council.		
		Coordinate vocational rehabilitation services with One Stop Centers.	02/06	Ongoing	TWC/HHSC - DARS						MOUs with local workforce boards.		
		Increase the number of vocational rehabilitation consumers who are registered as job seekers for employment services through One Stop Centers.	04/06	Ongoing									

TWDS SAP ID#: SC1.0			SAP Owner: Advisory Committee			TWDS Strategic Action Plan 2006 Update			Updated: 3/10/06			Rev: 3		
Action Plan Status: Active			Key Performance Measures (KPMs)									Related Agency Action Plan(s) IDs:		
Key Performance Area: System Capacity Building			Tier 1 KPM(s):			Tier 2 KPM(s): Less Formal • Number of jobs created			Tier 3 KPM(s):					
Accountable Participants: TWC, OEDT														
Long Term Objective: Achieve job growth increases of 18% from 2000 to 2010.						Intended Outcomes: <i>Develop a replicable business model for creating meaningful and results-oriented strategic alliances that will build systemic capacity for responding quickly and consistently to opportunities that could have positive impact for the system as a whole. Leverage existing Alliance programs and identify best practices in this area. Develop relationships in, and understanding of key strategic industry clusters to ensure that employer needs in these areas are identified, assessed and addressed in a timely manner. Strengthen system link to employers.</i>								
Major Tasks/Milestones						Schedule			Dependencies		Tracking Measures, Interim Outputs & Recommended Reporting Schedule			
						Start Date (mm/yy)		Duration (days or months)						
√		Develop programs and services to assist employers to expand or relocate to Texas.				01/04		12 months	SC2.0		Completed Cluster identification and launch.			
√		Create an economic – workforce agency strike force.				09/03		3 months	SC2.0		Completed Formation of cluster teams.			
√		Develop direct link between workforce centers and local economic development efforts.				06/04		12 months			Completed OEDT regional economic development liaisons.			
√		Develop a model of business advisor service and solutions (expansion needs and state package of incentives and opportunities) for expanding and relocating employers.				01/04		6 months			Completed • OEDT weekly strategy meetings. • OEDT regional economic development liaisons.			
√		Communicate most promising and best practices to system partners.				06/04		Ongoing	SC2.0		In Progress • Cluster reports. • Agency action plans.			

TWDS SAP ID#: SC2.0			SAP Owner: OEDT, TWC			TWDS Strategic Action Plan 2006 Update			Updated: 3/10/06		Rev: 3	
Action Plan Status: Active				Key Performance Measures (KPMs)							Related Agency Action Plan(s) IDs:	
Key Performance Area: System Capacity Building				Tier 1 KPM(s):			Tier 2 KPM(s):		Tier 3 KPM(s): SAP Specific			
Accountable Participants: TWC, OEDT, TEA, THECB												
Long Term Objective: Develop, approve, fund and implement a strategic alliance business model that targets a minimum of three strategic industry clusters by Q1/06. These alliances are targeted to industries that hold long term strategic relevance to the State.					Intended Outcomes: <i>Address employer involvement and participation and ensure system is relevant, agile and responsive to market needs. System partners will pro-actively seek and engage in strategic relationships with employer organizations, trade organizations and technical and community colleges.</i>							
Major Tasks/Milestones					Schedule		Dependencies	Tracking Measures, Interim Outputs & Recommended Reporting Schedule				
					Start Date (mm/yy)	Duration (days or months)						
√		Identify Texas industry clusters.			12/01/03	02/02/04	OEDT, TWC	Completed Texas Clusters document.				
√		Identify those highly competitive clusters that offer strategic promise to the Texas economy.			02/05/04	03/19/04	OEDT, TWC	Completed List – competitive clusters and methodology, rationale for selection.				
√		Begin design and structure of “Cluster Teams” to create a preliminary functional model for implementation in those clusters determined to be strategic targets.			02/05/04	03/19/04	OEDT, TWC	Completed Replicable model.				
√		From the clusters generated above, select the specific clusters that will be targets for economic development in Texas.			03/22/04	04/02/04	Leadership	Completed Target list.				
√		Implement pilot for specified cluster target: <ul style="list-style-type: none"><li>cluster engagement statewide,</li><li>research deliverables including comparative analysis, and</li><li>recommendations.</li></ul>			03/01/04 03/01/04 06/01/04	05/31/04 08/31/04 09/15/04	OEDT, TWC OEDT, TWC Cluster Team, OEDT, TWC	Completed <ul style="list-style-type: none"><li>Cluster Team convened.</li><li>Analysis delivered.</li><li>Recommendation delivered.</li></ul>				
√		Refine cluster approach model for remaining competitive clusters based on pilot.			06/01/04	06/15/04	OEDT, TWC	Completed Approach documented.				
√		Fund and implement remaining competitive clusters using refined model.			06/15/04	Ongoing	Cluster Teams/OEDT, TWC	In Progress Clusters implementation.				
		Agencies to develop policies and procedures for use of competitive cluster data.			01/06	24 months	OEDT, TWC, THECB, TEA	<ul style="list-style-type: none"><li>Policies and procedures.</li><li>Implementation of cluster-based initiatives.</li></ul>				
		Design and implement annual recognition awards for exemplary model projects.			TBD	TBD	OEDT, TWC					

TWDS SAP ID#: SC3.0			SAP Owner: Advisory Committee			TWDS Strategic Action Plan 2006 Update				Updated: 3/10/06		Rev: 3
Action Plan Status: Active			Key Performance Measures (KPMs)									Related Agency Action Plan(s) IDs:
Key Performance Area: System Capacity Building			Tier 1 KPM(s):			Tier 2 KPM(s): Less Formal <ul style="list-style-type: none"><li>Number of jobs created</li><li>Number of jobs retained</li></ul>		Tier 3 KPM(s): SAP Specific				
Accountable Participants: TWC, OEDT, Council												
Long Term Objective: Expand existing program or create a new program that enables employers to directly, readily and accountably access funds for new hire or incumbent worker training by Q2/05.						Intended Outcomes: <i>Have several options by which employers can access customized training programs to address their employee training needs, including funds provided directly to employers as well as funds provided to community colleges in partnership with employers. Contribute to employers' ability to upgrade the skills of their workforce and therefore to remain competitive. Increase available dollars appropriated to customized training.</i>						
Major Tasks/Milestones						Schedule		Dependencies		Tracking Measures, Interim Outputs & Recommended Reporting Schedule		
						Start Date (mm/yy)      Duration (days or months)						
√		Assess success of previous customized training programs.				09/03		6 months				Completed
√		Determine flexibility of current funding.				01/04		6 months				Completed
√		Rationale for funding for employer-provided training jointly with employers.				06/04		6 months				Completed
√		Request additional funding during 2005 legislative session and beyond.				01/05		12 months				Completed House Bill 2421, 79 <sup>th</sup> Legislature.
		Monitor employer need and use of funds to determine any appropriate changes in funding and/or program rules.				01/06		Ongoing				

TWDS SAP ID#: SC4.0			SAP Owner: Advisory Committee			TWDS Strategic Action Plan 2006 Update			Updated: 3/10/06		Rev: 3	
Action Plan Status: Active			Key Performance Measures (KPMs)								Related Agency Action Plan(s) IDs:	
Key Performance Area: System Capacity Building			Tier 1 KPM(s):			Tier 2 KPM(s):		Tier 3 KPM(s): SAP Specific				
Accountable Participants: TWC, THECB, Local Workforce Boards												
Long Term Objective: Design and implement a methodology and system for identifying and assessing employer needs with the first complete assessment and recommendations delivered by Q1/05.						Intended Outcomes: <i>Have employers "at the table" to define future requirements. Have trained and ready workforce to meet future employment needs.</i>						
Major Tasks/Milestones						Schedule		Dependencies		Tracking Measures, Interim Outputs & Recommended Reporting Schedule		
						Start Date (mm/yy)	Duration (days or months)					
√		Identify what existing data and data collection programs are currently available and potential for consolidation and sharing.				09/03	4 months			Completed		
√		Design methodology to collect ongoing employer input regarding proactive assessment of future workforce needs.				07/04	5 months			Completed 3-stage filter process.		
√		Establish liaisons with external scanning efforts.				06/04	6 months			Completed THECB and Texas State Leadership Consortium for Curriculum Development (TSLCCD) efforts.		
		Conduct a market assessment to identify future workforce needs.				03/06	12 months	SC2.0		<ul style="list-style-type: none"><li>Cluster reports.</li><li>Implement skill assessment recommendations.</li></ul>		
		Disseminate resulting information attained, including formal recommendations for program development and program obsolescence.				09/06	15 months	SC2.0		Cluster reports.		

TWDS SAP ID#: SC5.0			SAP Owner: Advisory Committee			TWDS Strategic Action Plan 2006 Update			Updated: 3/10/06		Rev: 3	
Action Plan Status: Active			Key Performance Measures (KPMs)								Related Agency Action Plan(s) IDs:	
Key Performance Area: System Capacity Building			Tier 1 KPM(s):			Tier 2 KPM(s):		Tier 3 KPM(s): SAP Specific				
Accountable Participants: Council, THECB, TWC, TEA, Local Workforce Boards												
Long Term Objective: Develop system to review workforce education programs and make recommendations to revise or retire them as appropriate to the current and future workforce needs identified in coordination with employers. This system capacity will be operational by 2008.				Intended Outcomes: <i>Texas will have globally competitive workforce and will be an attractive and competitive economic development location. Increase the system partners' ability to anticipate future employer and educational needs to maintain a globally-competitive workforce through awareness and utilization of education and workforce programs as economic development tools.</i>								
Major Tasks/Milestones						Schedule		Dependencies		Tracking Measures, Interim Outputs & Recommended Reporting Schedule		
						Start Date (mm/yy)      Duration (days or months)						
√		Poll partner agencies to catalog current data and programs designed to collect employer needs.				01/05		6 months				
√		Review existing employer data and additional data collection requirements.				09/05		1 month				
√		Design methodology to evaluate the currency of existing workforce programs.				10/06		6 months		SC2.0, SC4.0		
		Perform evaluation at a minimum each biennium.				06/06		Biennially		SC2.0, SC4.0		
		Make recommendations and disseminate information each biennium regarding program currency, need for updating and program obsolesce as appropriate to labor market needs.				09/06		Ongoing		SC2.0, SC4.0		
		Evaluate the implementation of recommendations.				03/07		Annually				
		Link to employer feedback.				01/06		Annually				

TWDS SAP ID#: SC6.0			SAP Owner: Advisory Committee			TWDS Strategic Action Plan 2006 Update			Updated: 3/10/06			Rev: 3
Action Plan Status: Active			Key Performance Measures (KPMs)									Related Agency Action Plan(s) IDs:
Key Performance Area: System Capacity Building			Tier 1 KPM(s):			Tier 2 KPM(s):		Tier 3 KPM(s): SAP Specific				
Accountable Participants: TWC, OEDT, Local Workforce Boards												
Long Term Objective: Increase the awareness, access rates, participation, and relevance of services to small and mid-size businesses throughout the State. The results of these efforts will achieve an increase in usage (to be determined) of system products, services, and solutions by a date to be specified.						Intended Outcomes: <i>Establish a tighter linkage and collaboration between state and local economic development activities as well as increase/formalize economic development assistance and information available to small and mid-size businesses.</i>						
Major Tasks/Milestones						Schedule		Dependencies		Tracking Measures, Interim Outputs & Recommended Reporting Schedule		
						Start Date (mm/yy)      Duration (days or months)						
√		Provide information, referrals, and assistance regarding small business startup and available services/programs.				09/03		Ongoing				In Progress <ul style="list-style-type: none"><li>OEDT - Small Business Advocate.</li><li>OEDT – Business Portal.</li><li>TexasOnline.</li></ul>
√		Sponsor employer seminars to provide information on state and federal employment laws, unemployment insurance and other relevant topics.				09/03		Ongoing				In Progress TWC – Texas Business Conferences.
√		Provide information, publications, advocacy and assistance with unemployment compensation cases.				09/03		Ongoing				In Progress TWC – Office of the Commissioner Representing Employers.
√		Develop a communication and collaboration strategy to ensure strategic alignment with workforce system partner agencies. [Regional liaisons]				09/04		16 months		OEDT with System partners		Completed <ul style="list-style-type: none"><li>OEDT – Regional liaisons.</li><li>TexasOnline.</li></ul>
√		Develop a 'business portal' website to provide the tools and information needed to start a business in Texas.				01/05		Ongoing				In Progress OEDT – Business Portal.
		Determine relevant and appropriate linkages between Business Portal and system information gateway websites.				02/05		4 months		OEDT and TWC		
		Determine method for tracking increase in usage of system products and services.				01/06		6 months		CU1.0		State of the Workforce report. (June 2006)
		Work with responsible agency(ies) to develop plan to achieve initial performance milestone to increase the percentage of small and mid-size businesses utilizing system products and services.				10/06		9 months		CU1.0		Performance measures and reporting.
		Maintain increasing level of employer satisfaction with services. Modify milestone(s) based on interim performance/satisfaction ratings.				04/07		Ongoing		CU1.0, CU2.0		

